

## Fiscal Estimate - 2009 Session

☒ Original
 ☐ Updated
 ☐ Corrected
 ☐ Supplemental

<b>LRB Number</b> <b>09-0155/1</b>	<b>Introduction Number</b> <b>AB-0116</b>	
<b>Description</b> School conference and activities leave		
<b>Fiscal Effect</b>  <b>State:</b> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> No State Fiscal Effect  <input type="checkbox"/> Indeterminate  <input type="checkbox"/> Increase Existing Appropriations  <input type="checkbox"/> Decrease Existing Appropriations  <input type="checkbox"/> Create New Appropriations                 </div> <div style="width: 33%;"> <input type="checkbox"/> Increase Existing Revenues  <input type="checkbox"/> Decrease Existing Revenues                 </div> <div style="width: 33%;"> <input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget  <div style="display: flex; justify-content: space-around;"> <input type="checkbox"/> Yes                         <input checked="" type="checkbox"/> No                     </div> <input type="checkbox"/> Decrease Costs                 </div> </div> <b>Local:</b> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> No Local Government Costs  <input checked="" type="checkbox"/> Indeterminate  <div style="display: flex;"> <div style="width: 50%;">                         1. <input checked="" type="checkbox"/> Increase Costs  <input type="checkbox"/> Permissive <input checked="" type="checkbox"/> Mandatory                          2. <input type="checkbox"/> Decrease Costs  <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                     </div> <div style="width: 50%;">                         3. <input type="checkbox"/> Increase Revenue  <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                          4. <input type="checkbox"/> Decrease Revenue  <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                     </div> </div> </div> <div style="width: 33%;"> <b>5. Types of Local Government Units Affected</b>  <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input checked="" type="checkbox"/> Towns  <input checked="" type="checkbox"/> Counties  <input checked="" type="checkbox"/> School Districts                         </div> <div style="width: 33%;"> <input checked="" type="checkbox"/> Village  <input type="checkbox"/> Others  <input checked="" type="checkbox"/> WTCS Districts                         </div> <div style="width: 33%;"> <input checked="" type="checkbox"/> Cities                     </div> </div> </div> </div>		
<div style="display: flex; justify-content: space-between;"> <div> <b>Fund Sources Affected</b>  <input checked="" type="checkbox"/> GPR   <input type="checkbox"/> FED   <input type="checkbox"/> PRO   <input type="checkbox"/> PRS   <input type="checkbox"/> SEG   <input type="checkbox"/> SEGS 20.445(1)(a)                     </div> <div> <b>Affected Ch. 20 Appropriations</b> </div> </div>		
<b>Agency/Prepared By</b> DWD/ Robert Anderson (608) 266-3345	<b>Authorized Signature</b> Jessica Erickson (608) 266-2284	<b>Date</b> 3/6/2009

## Fiscal Estimate Narratives

DWD 3/6/2009

LRB Number	09-0155/1	Introduction Number	AB-0116	Estimate Type	Original
<b>Description</b>					
School conference and activities leave					

### Assumptions Used in Arriving at Fiscal Estimate

#### State Costs for enforcing the law:

This bill amends the Wisconsin Family and Medical Leave Act by requiring employers of 50 or more employees to provide up to 16 hours of leave per year for "school conference and activities leave" for all requesting employees. Over the past four years, the Equal Rights Division of the department received an average of 200 cases per year under the Family and Medical Leave Act. Passage of this bill may cause an increase of about 10% in case load for the division which the division can not absorb. An Equal Rights Officer-Senior is expected to complete 132 cases per year. The department will need an additional .15 Equal Rights Officer-Senior at a total cost per year of \$11,700 to process the increased workload. Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at an estimated cost of \$2,000.

#### Local Costs:

The costs to local government are difficult to estimate since it is not known how many employees will actually request school conference and activities leave. It appears local government costs will definitely be incurred, however. According to the 2000 Public Employment Data for Local Governments - Wisconsin, there were 281,400 full-time employees in local government. (About half of these employees are employed by local public school districts.) If we assume that 5% of all local government employees would request 8 hours of leave at an average wage of \$15.00/hour, and that those employees work in positions requiring 100% coverage (e.g., schools, nursing homes, law enforcement etc.), local costs to provide the leave would be approximately \$1,688,400 per year for all local units of government in the state.

### Long-Range Fiscal Implications

This bill does not have long range fiscal implications for the department.

## Fiscal Estimate Worksheet - 2009 Session

Detailed Estimate of Annual Fiscal Effect

☒ Original
 ☐ Updated
 ☐ Corrected
 ☐ Supplemental

<b>LRB Number</b> 09-0155/1		<b>Introduction Number</b> AB-0116	
<b>Description</b> School conference and activities leave			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>  Informational brochures on the law that are published by the Equal Rights Division will need to be reprinted at an estimated cost of \$2,000.			
<b>II. Annualized Costs:</b>		<b>Annualized Fiscal Impact on funds from:</b>	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
State Operations - Salaries and Fringes	\$8,800	\$0	
(FTE Position Changes)	(0.2 FTE)	(0.0 FTE)	
State Operations - Other Costs	2,900	0	
Local Assistance	0	0	
Aids to Individuals or Organizations	0	0	
<b>TOTAL State Costs by Category</b>	<b>\$11,700</b>	<b>\$0</b>	
<b>B. State Costs by Source of Funds</b>			
GPR	11,700	0	
FED	0	0	
PRO/PRS	0	0	
SEG/SEG-S	0	0	
<b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</b>			
	Increased Rev	Decreased Rev	
GPR Taxes	\$0	\$0	
GPR Earned	0	0	
FED	0	0	
PRO/PRS	0	0	
SEG/SEG-S	0	0	
<b>TOTAL State Revenues</b>	<b>\$0</b>	<b>\$0</b>	
<b>NET ANNUALIZED FISCAL IMPACT</b>			
	<u>State</u>	<u>Local</u>	
NET CHANGE IN COSTS	\$11,700	\$	
NET CHANGE IN REVENUE	\$0	\$	
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	<b>Date</b>
DWD/ Robert Anderson (608) 266-3345		Jessica Erickson (608) 266-2284	3/6/2009

## Fiscal Estimate - 2009 Session

☒ Original
 ☐ Updated
 ☐ Corrected
 ☐ Supplemental

<b>LRB Number</b> <b>09-0155/1</b>	<b>Introduction Number</b> <b>AB-0116</b>	
<b>Description</b> School conference and activities leave		
<b>Fiscal Effect</b>  <b>State:</b> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> No State Fiscal Effect  <input checked="" type="checkbox"/> Indeterminate                      <input type="checkbox"/> Increase Existing Appropriations                      <input type="checkbox"/> Decrease Existing Appropriations                      <input type="checkbox"/> Create New Appropriations                 </div> <div style="width: 33%;"> <input type="checkbox"/> Increase Existing Revenues  <input type="checkbox"/> Decrease Existing Revenues                 </div> <div style="width: 33%;"> <input type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget                      <input type="checkbox"/> Yes                      <input type="checkbox"/> No  <input type="checkbox"/> Decrease Costs                 </div> </div> <b>Local:</b> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> No Local Government Costs  <input checked="" type="checkbox"/> Indeterminate                      1. <input type="checkbox"/> Increase Costs                      <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                      2. <input type="checkbox"/> Decrease Costs                      <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                 </div> <div style="width: 33%;">                     3. <input type="checkbox"/> Increase Revenue                      <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                      4. <input type="checkbox"/> Decrease Revenue                      <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                 </div> <div style="width: 33%;"> <b>5. Types of Local Government Units Affected</b>  <input checked="" type="checkbox"/> Towns    <input checked="" type="checkbox"/> Village    <input checked="" type="checkbox"/> Cities  <input checked="" type="checkbox"/> Counties    <input type="checkbox"/> Others  <input checked="" type="checkbox"/> School Districts    <input checked="" type="checkbox"/> WTCS Districts                 </div> </div>		
<div style="display: flex; justify-content: space-between;"> <div> <b>Fund Sources Affected</b>  <input type="checkbox"/> GPR    <input type="checkbox"/> FED    <input type="checkbox"/> PRO    <input type="checkbox"/> PRS    <input type="checkbox"/> SEG    <input type="checkbox"/> SEGS                         </div> <div> <b>Affected Ch. 20 Appropriations</b> </div> </div>		
<b>Agency/Prepared By</b> ERC/ Georgann Kramer (608) 266-9287	<b>Authorized Signature</b> Peter Davis (608) 266-2993	<b>Date</b> 3/5/2009

## Fiscal Estimate Narratives

ERC 3/5/2009

LRB Number	09-0155/1	Introduction Number	AB-0116	Estimate Type	Original
<b>Description</b>					
School conference and activities leave					

### Assumptions Used in Arriving at Fiscal Estimate

The Wisconsin Employment Relations Commission does not have sufficient information or expertise to estimate the fiscal impact of AB 116.

### Long-Range Fiscal Implications

## Fiscal Estimate - 2009 Session

☒ Original
 ☐ Updated
 ☐ Corrected
 ☐ Supplemental

<b>LRB Number</b> <b>09-0155/1</b>	<b>Introduction Number</b> <b>AB-0116</b>		
<b>Description</b> School conference and activities leave			
<b>Fiscal Effect</b>  <b>State:</b> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> No State Fiscal Effect  <input checked="" type="checkbox"/> Indeterminate                      <input type="checkbox"/> Increase Existing Appropriations                      <input type="checkbox"/> Decrease Existing Appropriations                      <input type="checkbox"/> Create New Appropriations                 </div> <div style="width: 33%;"> <input type="checkbox"/> Increase Existing Revenues  <input type="checkbox"/> Decrease Existing Revenues                 </div> <div style="width: 33%;"> <input type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget                      <input type="checkbox"/> Yes      <input type="checkbox"/> No  <input type="checkbox"/> Decrease Costs                 </div> </div> <b>Local:</b> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> No Local Government Costs  <input checked="" type="checkbox"/> Indeterminate                      1. <input type="checkbox"/> Increase Costs                      <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                      2. <input type="checkbox"/> Decrease Costs                      <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                 </div> <div style="width: 33%;">                     3. <input type="checkbox"/> Increase Revenue                      <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                      4. <input type="checkbox"/> Decrease Revenue                      <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory                 </div> <div style="width: 33%;"> <b>5. Types of Local Government Units Affected</b>  <input type="checkbox"/> Towns      <input type="checkbox"/> Village      <input type="checkbox"/> Cities  <input type="checkbox"/> Counties      <input type="checkbox"/> Others  <input type="checkbox"/> School Districts      <input type="checkbox"/> WTCS Districts                 </div> </div>			
<b>Fund Sources Affected</b> <b>Affected Ch. 20 Appropriations</b> <input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEGS			
<b>Agency/Prepared By</b> OSER/ Yer Vang (608) 266-9820	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%; padding: 5px;"><b>Authorized Signature</b> Yer Vang (608) 266-9820</td> <td style="width: 30%; padding: 5px;"><b>Date</b> 3/6/2009</td> </tr> </table>	<b>Authorized Signature</b> Yer Vang (608) 266-9820	<b>Date</b> 3/6/2009
<b>Authorized Signature</b> Yer Vang (608) 266-9820	<b>Date</b> 3/6/2009		

## Fiscal Estimate Narratives

OSER 3/6/2009

LRB Number	09-0155/1	Introduction Number	AB-0116	Estimate Type	Original
<b>Description</b>					
School conference and activities leave					

### Assumptions Used in Arriving at Fiscal Estimate

This bill allows any employee, including a state employee, to take no more than 16 hours of school conference and activities leave in a 12-month period. School conference and activities leave may be taken to attend school conferences or classroom activities relating to the employee's child that cannot be scheduled during nonworking hours. In addition, school conference and activities leave may be taken to observe and monitor the day care, preschool, or pre-kindergarten services or programming received by an employee's child, if that observation and monitoring cannot be scheduled during nonworking hours. An employee is not entitled to receive wages or salary while taking school conference and activities leave, but may substitute, for portions of school conference and activities leave, other types of paid or unpaid leave provided by the employer, except that an employee may not substitute paid leave for school conference and activities leave for attending a school conference or activity for less than one hour. An employee who intends to take leave to attend a school conference or activity must give the employer advance notice of the conference or activity and must make a reasonable effort to schedule the conference or activity so that it does not unduly disrupt the operations of the employer.

The Office of State Employment Relations (OSER) does not collect or maintain information regarding which state employees have children, what ages the children might be, or how often leave for school conferences and activities might be requested. The assumption might be made that the bill, if passed into law, would have little to no fiscal effect on state operations since 1) it does not increase paid leave provisions for employees, 2) it does not mandate parental involvement in school conferences and activities, and 3) it would not necessarily change the level of parental participation in school-related activities from what exists under present-day paid leave provisions.

To the extent that this new bill might elicit a higher level of parental participation on the part of state employees than presently exists under current leave provisions or practices, the fiscal impact would be operational in nature (e.g. interim staffing coverage issues at specific work sites). However, when a state employee takes leave, their essential work is typically covered by other employees during their regularly scheduled hours, or by the employee upon their return to work. Additionally, it is foreseeable that employees would typically use existing paid accrued leave if they took leave pursuant to this bill. The fiscal estimate and costs associated with the provisions of this bill are therefore indeterminate.

Further, OSER does not have data available that would support an estimate of the bill's impact on local government entities.

### Long-Range Fiscal Implications

Indeterminate.